



WESTERN MICHIGAN UNIVERSITY

# WESTERN NEWS

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**LIGHTS, CAMERAS, ACTION!—** Film crews from Ross Roy Communications Inc. in Bloomfield Hills spent June 11 on campus and in Kalamazoo filming DaimlerChrysler's 2000 vehicles, including the sporty Prowler seen here being filmed at Miller Auditorium. John W. Stevens, a 1977 communication graduate and now a senior producer at Ross Roy, selected WMU for some of the filming. But don't look for these images in TV commercials. The film will become part of interactive CD and DVD product information materials for the DaimlerChrysler sales force. (Photos by John Lacko)

## New Arboretum agreement will mean more greenspace and less density for development

The WMU Foundation, the University and the City of Kalamazoo have reached a tentative new agreement on the 183-acre Arboretum housing project that will reduce its density by 15 percent and set aside 50 acres as public open space.

The agreement among the three parties will require approval by the city Commission. That action is expected within the next few weeks.

"We have listened to the concerns of the community and tried to be responsive to them," said President Floyd. "The new plans represent shared respect and effective communication between the city, its citizens and the University."

The revised plans call for a reduction in the number of housing units by 15 percent from 1,001 units to 850 units. A 50-acre parcel in the northeast corner of the property will be purchased for \$450,000 by the city for public open space. The City of Kalamazoo also will provide infrastructure improvements to the public areas in the amount of \$500,000.

"This is a win-win situation," said Kalamazoo City Manager Pat DiGiovanni. "The WMU Foundation is able to realize some proceeds from property it owns and the city can anticipate an increase in its tax base while preserving a significant portion of the property as public open space."

## Information technology candidates to speak

A session set for 2 p.m. today marks the first of four scheduled presentations and campus visits by candidates for the position of vice president for information technology.

All four candidates will make formal, public presentations on the topic of "Supporting the Research University through Information Technology."

Jerry A. Nogy, currently the chief information officer at the University of Toledo, will visit campus today and tomorrow and make his presentation from 2 to 3 p.m. today in 2000 Schneider Hall.

On Monday and Tuesday, June 21 and

22, Viji "Murali" Muralidharan will visit campus. Muralidharan is currently the director of systems management and user support in the Center for Computer Information Technology at the University of Arizona. Her public presentation is set for 2 to 3 p.m. Monday in the Putney Lecture Hall, 1010 Fetzer Center.

Richard Wright, an internal candidate who is currently serving as the interim vice president for information technology, will make a formal presentation in his bid for the position from 2 to 3 p.m. Wednesday, June 30, also in the Putney Lecture Hall, 1010 Fetzer Center. Prior to becoming interim vice president, Wright served as the University's associate vice president for academic affairs.

The final candidate, William Max Ivey, will visit campus Monday and Tuesday, July 12 and 13, and will make his presentation from 9:15 to 10:15 a.m. in the Putney Lecture Hall, 1010 Fetzer Center. He is currently the director of the Center for Computing Services and Telecommunications at the Hong Kong University of Science and Technology.

The vitae for the candidates are available at Waldo Library for examination.

## Appointments of new aviation dean, director of race relations institute will go to board

The appointments of a dean for the College of Aviation and a director for the Institute for the Study of Race and Ethnic Relations will be brought to the Board of Trustees June 25 for approval.

The appointments were announced, along with other personnel changes, in a June 16 memo to the University community from Provost Timothy Light.

James E. Crehan has been selected to serve as dean of the College of Aviation, formed with trustee approval in January from the School of Aviation Sciences. Crehan is currently an associate professor and chairperson of the Aviation Technology Division at the University of Alaska in Anchorage. Pending board approval, his appointment is effective Sept. 1.

Crehan had a 20-year career in the U.S. Air Force before entering academic life, teaching aviation first at Southern Illinois University from 1985 to 1988. He also has served as an associate professor and chairperson of the Department of Aerospace Technology at Indiana State University and as an associate professor of aviation at the University of Nebraska's Aviation Institute in the College of Public Affairs and Community Service.

He earned a bachelor's degree from Southern Illinois University and master's degrees from the Naval Postgraduate School and from Central Michigan University. He is completing a doctoral degree at S.I.U.

William Santiago-Valles has been selected as the new director of the Institute

for the Study of Race and Ethnic Relations. His appointment, which will be effective Aug. 10, will include faculty appointments in both communication and Black Americana Studies.

Santiago has held teaching and advising positions at Simon Fraser University in British Columbia, where he completed his doctoral degree in 1998. He also has taught at the Interamerican University in San Juan, Puerto Rico, and served as guest lecturer and visiting scholar at a number of other institutions.

His research on intercultural communication, relations between groups and intergroup communication has been widely published and he has conducted numerous workshops and seminars on those topics. Santiago earned a bachelor's degree from Antioch College and a master's degree from the Graduate School of the Union Institute.

Light also will bring these other personnel matters to the board for approval at the June 25 meeting:

- The appointment of Thomas Bailey, English and University Ombudsman, as associate vice president for academic affairs;

- The resignation of Jan Lyddon, director of Institutional Research and Planning, who is leaving the University to accept a state position in Connecticut; and

- The appointment of Kathryn Corder, Registrar's Office, as assistant to the provost for budget and data. Corder will take charge of Lyddon's former area.

## Visiting Azerbaijani student to take pollution clean-up methods home

An Azerbaijani student who hopes to one day assist in cleaning up the pollution of his home country's Caspian Sea is in Kalamazoo learning methods to do just that.

Samir Efendiev, a mechanical engineer from Azerbaijan, is at WMU as part of the Environmental Management Fellowship Program of the Open Society Institute. The two-year program provides environmental professionals from countries of the former Soviet Union with the educational background to be able to create sound environmental policy, legislation and remediation techniques in their home countries. Efendiev came to the United States through the program to work on a master's degree in environmental engineering at the University of Alaska-Fairbanks.

To fulfill an internship requirement, Efendiev came to WMU this summer to study bioremediation of soil and ground water contaminated with petroleum hydrocarbons with researchers in WMU's Department of Geosciences.

Once a republic in the former Soviet Union, Azerbaijan is an oil-rich country on the Caspian Sea. Baku, Azerbaijan's largest city and Efendiev's hometown, served as the primary oil base for the Soviet Union and was home to the Oil Academy School. Efendiev explains that because of the country's long history of

petroleum production, environmental contamination is prevalent.

"The Caspian Sea is heavily fished and is a concern of all the Caspian states," he says.

Efendiev's work at WMU is primarily with Daniel P. Cassidy, geosciences. Cassidy's research specialty is the

biodegradation of petroleum contaminants by microorganisms that exist in soil and water. Cassidy and Efendiev are researching these organisms' production of biosurfactants or bioemulsifiers, which allow the microbes to consume the petroleum compounds more rapidly.

Efendiev is researching these biosurfactants to determine their viability

(Continued on page two)

## News goes to smaller format for summer

This is the last issue of the *Western News* for the spring session. Beginning Thursday, July 1, the *News* will appear in its smaller summer format. The deadline for that issue is 5 p.m. Friday, June 25. Other summer issues are scheduled for July 15, July 29 and Aug. 12.



## Hard work by many tipped the funding scales in our favor

It was a long and arduous road, but last week's budget news from Lansing made it well worth the effort. Our base funding for 1999-2000 will increase by 5 percent and we will receive an additional 2 percent increase in one-time funds to make needed improvements to our academic enterprise.

In addition, the Legislature revised the proposed tier system and, as a result, WMU has been placed in the second highest out of five tiers in the state. That new placement, along with a higher recommended funding level, clearly recognizes our stature.

This successful completion of the annual budget process comes as the result of the hard work and input from many. Staff, faculty and alumni spent countless hours making our case for proper recognition and fair funding. Thanks to that hard work, we'll be beginning a new academic year with increased resources and an affirmation of this wonderful University's

standing as a research institution.

I want to enthusiastically repeat my thanks now to our local legislators, led by House Speaker Chuck Perricone, who were extremely influential in this successful effort. We asked for their help and they delivered. We all owe them our gratitude.

We also must acknowledge the role of Sen. John J.H. Schwarz who chairs the Senate Subcommittee on Higher Education Appropriations. He put together a fair budget proposal that led to last week's agreement between both chambers of the legislature.

To everyone who helped state our case in Lansing, I offer my heartfelt appreciation. With faculty and staff members adding their words and written messages to those that poured in from around the state from our friends and alumni, it made it easy for legislators to understand our cause.

### THE PRESIDENT COMMENTS



Elson S. Floyd

## Azerbaijan

(Continued from page one)

in efforts to remediate the contaminated sites in Azerbaijan. He says that one of the attractions of this bioremediation method is its cost effectiveness.

Efendiev has seen many different approaches since he has been in the United States. He went to an orientation program at the University of Idaho and then on to Alaska, both Western states that have different methods of environmental management than those found in the Eastern United States. Azerbaijan is a small country with nine different climate zones. The diversity of climates and methods in this country offers many similar examples to study.

"America has it all," he says.

While America offers many methods to emulate, one thing that may not have translated so well for Efendiev was America's use of the word "Caucasian."

Azerbaijan includes the Caucasus Mountains and those from that region are referred to there as Caucasians. Efendiev says that when they first arrived in the U.S. and were filling out forms, he and an Azerbaijani colleague were heartened to see Caucasian listed as an ethnicity option. "We were excited because we thought they had established a special category on the form just for us," he recalls. He has since learned that the term in America applies to those of white, Euro-American descent, which he finds amusing.

"Caucasians are like me," he says. "They have darker skin and eyes. It's a very mixed, multi-lingual area."

## WESTERN NEWS

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Deadline: Items to be considered for publication should be submitted to the Office of University Relations by 5 p.m. Friday the week preceding the publication date. Spring 1999 publication dates are: May 6, May 20, June 3 and June 17. Items may be submitted by mail, fax (387-8422) or e-mail ([cheryl.roland@wmich.edu](mailto:cheryl.roland@wmich.edu)).

Offices that receive too many copies — or too few copies — are asked to call 387-8400. WMU is an equal opportunity/employer/affirmative action institution.



WESTERN MICHIGAN UNIVERSITY

### Trustees to meet June 25

The Board of Trustees will meet Friday, June 25, in the Connable Board Room of the Bernhard Center. The times of the full board meeting and of the board's two committee meetings were not available at *Western News* press time.

### Strazdas to lead state group that focuses on construction

Peter J. Strazdas, manager of maintenance services for the University, has been elected to a two-year term as chairperson of the Michigan Construction Safety Standards Commission.

Gov. John Engler recently reappointed Strazdas to a second four-year term on the commission, which oversees the promulgation of safety rules that affect all of the state's 177,000 construction workers.

Strazdas, a WMU employee since 1980 and a resident of Portage, also has been elected to a one-year term as chairperson of the Portage Planning Commission.

Before assuming his present duties at WMU in 1995, Strazdas was an engineering technology faculty member and, later, a construction administrator.



Strazdas

## Record freshman class will attend orientation

Members of what is expected to be a record fall 1999 class of incoming freshmen are officially entering the "college picture" this summer by attending one of 13 two-day orientation sessions at WMU that began June 7.

More than 4,000 freshmen are expected to participate in the orientation program, which ends July 27. The University stopped accepting applications from additional freshmen in May, closing its freshman class for the first time in its history.

The orientation program is designed to prepare students for their transition from high school to college. This year's theme, "Focusing on Your Future," centers on providing the freshmen with a clear image of WMU and helping them zoom in on the opportunities that the University offers.

During each of the program's sessions, students are divided into small groups led by current WMU students who serve as orientation leaders and mentors. The participants tour and live on campus, take placement tests, meet with academic advisers, register for fall semester classes, finalize housing and financial aid arrangements, and get involved in student development and social activities.

More than 3,000 parents also are expected to participate in this year's orientation program.

In addition, about 700 transfer students are expected to attend one of five one-day orientation sessions offered between May and August.

## Four named winners of Staff Service Excellence Awards

Four employees have been selected to receive the 1999 Staff Service Excellence awards, which come with a \$1,000 prize.

Those selected by the Staff Service Excellence Committee for the award, along with the employee groups they represent are: Halbert E. Bates, Martin Luther King Jr. Program, professional/technical/administrative; Beverly Y. Crill, University dining services, American Federation of State, County and Municipal Employees; Patricia M. Martin, sociology, clerical/technical; and Ronald E. Ware, public safety, Police Officers Association.

In addition to the cash award, less taxes, each recipient will receive a framed certificate and have their photo displayed in the Seibert Administration Building. A luncheon to honor Bates, Crill, Martin and Ware will be held June 23.

The selection committee chose the four, the maximum number named each year, from a pool of 39 individuals nominated. The selection committee is composed of representatives from the APA, PSSO, AFSCME Local 1668, the Police Officers Association and the Michigan State Employees Association. The selections are made from nominations that have the names and positions of nominees and nominators omitted to ensure impartiality.

### Halbert E. Bates

Halbert E. Bates is the director of the Martin Luther King, Jr. Program, a position he has held since 1985. Bates' nominations stressed his positive, encouraging attitude; his commitment and loyalty to the University and the community; and his integrity and moral authority as displayed in his leadership and volunteer work.

As director of the MLK Program, Bates works with minority students whose academic performance may indicate the need for individualized educational programming, helping them achieve good academic standing, impressive graduation rates, and often, move them on to post-baccalaureate degrees. He helps students to become focused and define their purpose; in doing so, he has helped increase the retention of students—particularly minority students. His success, said a nominator, lies in his character as a man who "enacts his beliefs within his daily demeanor" and his service as a "father, brother, coach, mentor, compassionate listener, and disciplinarian model for the students in his yearly charge."

Prior to his current position, Bates was an instructor in health, physical education

and recreation and an assistant track coach. He has also served as an Upward Bound instructor. Bates also coordinated a grant program that established an ongoing mentoring program between WMU students and Kalamazoo Public School students. His volunteer work includes teaching University 101 and serving on many University committees.

### Beverly Y. Crill

Beverly Y. Crill is cited in her nomination for her superior service and outstanding customer relations as a dining services employee at the Oliver Street Cafe in University Medical and Health Sciences Center. Employed at the University since 1993, Crill worked in several dining services locations before settling in at the Oliver Street Cafe in 1997. Her outstanding work there has been commended by many East Campus WMU employees as well as those employed by Michigan State University's Kalamazoo Center for Medical Studies. She has received many letters from these employees thanking her for her service.

Crill is known for her "very pleasant and friendly approach to all customers" and she is noted for working tirelessly to provide an inviting and comfortable atmosphere for her customers. This includes extending many personal touches that make the cafe attractive and pleasant. Crill knows many of the cafe customers by name, and is an outstanding mentor to her student employees, whom she trains to provide the same level of superior customer service. Crill's work reflects very positively on University Dining Services as well as increased sales at the cafe.

Crill was lauded for "consistently going beyond the scope of (her) job to make the Oliver Street Cafe a pleasant and successful Dining Services operation."

### Patricia M. Martin

Patricia M. Martin has worked as the administrative secretary in sociology for all of her 30 years as a WMU employee. Martin received 11 nominations, all of which spoke glowingly of her performance and contributions to the department, calling them "inordinately above and beyond all reasonable expectations." In fact, said one person, she is so "truly indispensable for the smooth operation" of sociology, that Lewis Walker, chairperson of sociology, often refers to Pat as the "associate chair" of the department.

Described as the cornerstone of the department, Martin has worked with three

chairpersons, and is noted for her adept, efficacious handling of difficult issues involving faculty and subordinate staff as well as graduate and undergraduate students. She is highly regarded for influence in building community and morale in the department. Martin's humor, intelligence, problem-solving skills, charisma, tact, creativity, insight and leadership also were cited. Martin is described as having a keen ability to assess character, collegiality and aptitude. In fact, these skills have become evident in her interviewing and recommendations for hiring faculty and staff.

Martin also is noted for always working toward her goal of success for the department's mission and her genuine concern for the well-being of faculty, staff and students. One nominator says, "I find the joy she derives from the achievements of our students to be truly remarkable." Another example of Martin's commitment is hosting a reception for a faculty candidate at her home when none of the faculty were able to do so.

### Ronald E. Ware

Ronald E. Ware is the Community Police Officer for Public Safety. In this position, Ware is noted for consistently promoting a positive image of the WMU Department of Public Safety as well as for the University at large. He has done this, in part, by presenting more 98 programs to the University community since spring 1998, including presentations at freshman and transfer student orientations and University 101 lectures and training programs to prevent violence against women and alcohol abuse and to promote student safety.

Ware works closely with residence hall staff and building coordinators on crime prevention measures and security. Described as being "instrumental to the decline of malicious destruction complaints" in Valley dormitories, Ware secured an office in the Valley and is available to students throughout the school year to answer questions and solve problems. In this role, he has been able to develop a strong, respectful relationship with students.

Officer Ware's service also includes working with Upward Bound students interested in law enforcement. He is involved with the Statewide Campus Community Police Officers Association, is a regular instructor for community policing officers, and has presented programs at local schools dealing with "Kids Identification Kits" to promote a positive image of a police officer to grade school students.



## Brinkley pens book on censorship, teaching

Imagine being an English teacher and told you can't use Mark Twain's "The Adventures of Huckleberry Finn" in your class, or having your school board adopt an "America first" policy, requiring that you teach your students that American culture is superior to all others.

Such issues of censorship in the classroom are at the heart of a new book by Ellen H. Brinkley, English. Her book, "Caught Off Guard: Teachers Rethinking Censorship and Controversy" recently published by Allyn and Bacon, takes a look at the societal causes of these battles and what teachers can do to combat them.

By including experiences of educators involved in curricular controversies, the book gives practical information and insights to help educators respond to the concerns, fears and demands of parents and organized groups regarding educational curriculum.

Brinkley says that she developed the book because many times teachers don't want to think about these issues and will just do what they believe is "safe." She says that in cases where teachers' classroom materials, methods or philosophies are under fire, instructors should know "when it's good to resist and when it's better to find alternatives."

The issue of censorship in the classroom has intrigued Brinkley for more than two decades. Brinkley grew up and then taught in Kanawha County, W. Va., where, in 1974, a conflict over textbooks triggered protest marches, school boycotts and a strike by thousands of area coal miners and city bus drivers. The conflict, which inspired a book, song and documentary film, erupted into violence with the bombings of schools and the board of education building and gunfire at picket points.

"The objection to the textbooks was that they were multicultural and the protestors of this county saw them as communist," explains Brinkley. "The resistance was led by the wife of a fundamentalist minister who used to read from the books in meetings to inflame people's passions. The issue became a lightning rod that attracted the disgruntled and disenfranchised."

While the Kanawha County case seems extreme, the underlying conflict over teachers' curriculum choices happens more of-

ten than most would like to admit, Brinkley says.

"There is a real sense of dissatisfaction with public schools and that creates a climate where there's more resistance," she notes. "It is not an easy time for teachers because there is less willingness to accept their word and they are under a lot more scrutiny. As a result, they have to be ready to help the public understand the value of what happens in their classrooms."

Her book aims to give teachers valuable information to aid them in challenges to their curriculum. In addition to describing the types of resistance and controversies that can occur, she also gives practical tips for dealing with these conflicts. The first step, Brinkley says, is awareness.

"Teachers need to learn to play a unique role of explaining and defending curricular choices," she says, "working with parents and community in positive ways and becoming an activist and advocate for public education."

To that end, Brinkley gives detailed strategies for policies and plans to deal with controversies. In most chapters, Brinkley devotes a section to what teachers can do about censorship in a variety of areas, including science, religion, writing and reading. She notes that these tips set her book apart from others dealing with the topic of educational censorship.

## Service

These faculty and staff members are recognized for five, 10, 15, 20, 25 and 30 years of service to the University in June.

30 years—Theodore J. Petropoulos, Bernhard Center.

25 years—Sandra J. Edwards, occupational therapy; and Leigh W. Fitzgerald Jr., public safety.

20 years—Karin F. Carl, College of Education; Linda A. Goldner, College of Arts and Sciences; Mark S. Hall, physical plant-building custodial and support services; Marsha A. Magga, health, physical education and recreation; Paul D. Miller, physical plant-building maintenance services; and Cheryl L. Siwik, payroll.

15 years—Jeanne Baron, University relations; and Billie A. Blake, international affairs.

10 years—Randolph Bortolussi, physical plant-power plant; Kirk B. Dillery, physical plant-building maintenance services; Jane Edwards, continuing education; Robert R. Eversole, biological sciences; Robert Landeros, management; Dori A. LaChance, registrar's office; Thomas Lentz, continuing education; and G. Gwen Raaberg, English and women's studies.

5 years—Kevin J. O'Donnell, Center for Disability Services; and Lorrie Ann Shipley, Asian and Middle Eastern languages.

## Obituaries

**William J. Yankee**, former WMU assistant professor of psychology and former president of Northwestern Michigan College in Traverse City, died June 3. He was 73.

Yankee, who worked at WMU from 1960 until 1966, was a former Kalamazoo Police Department detective and Friend of the Court for Kalamazoo County Circuit Courts. After coming to WMU, he did polygraph research and taught local police how to administer the test. He left WMU in 1966 to become president of Delta Community College. He was named president of Northwestern Michigan College in 1974.

His expertise in polygraph was employed again after he left NMC to move to North Carolina to work as a polygrapher and consultant. In 1987 he took over the U.S. Defense Department's Army Polygraph School which trains polygraphers for the FBI, Secret Service, armed services and other government agencies. He retired in 1995 to homes in Traverse City and Pensacola, Fla.

Yankee received bachelor's and master's degrees in psychology at WMU and a doctoral degree in education from Michigan State University.

## On campus



the Psychology Clinic, the Office of Community Corrections and the Center for Disability Services, which are also housed at the University Medical and Health Sciences Center on Oakland Drive. When it comes to organizing events like seminars and open houses, implementing new projects, planning office space, troubleshooting or repairing equipment, Ross is the first one folks at the clinics call. "It's about establishing relationships," she says. "You have to know where to go and how to get things done." When all else fails, however, Ross admits she sometimes takes things into her own hands, and has been known to wield a screwdriver or two. Ross, who came to WMU in 1992 to keep track of grants and contracts for the University Substance Abuse Clinic, found that when the clinic moved to the facility on Oakland Drive, so did her job. "It took me a while to learn about all the clinics because they provide so many services. It is amazing what they do," she says. Ross has a medical background, having worked for 11 years at Kalamazoo Psychology prior to coming to WMU. When she began there, helping out a friend one day a week, the mother of three never dreamed she'd be where she is today. "I love working with the different clinics. I never know what they'll come up with next," she says. "There is nothing hum-drum about this job at all." Time away from the office is spent visiting her six grandchildren and serving as secretary of the planning commission for the Village of Richland, where she and her husband, Millard, the village's chief of police, live. Ross says that, like her job, her foray into civic planning has been a learning experience. "There is a lot of studying and work to do," she admits. "The village is one square mile in size, and there are so many people that want to keep it small. You learn a great deal about village politics. It's fun." (Photo by Neil Rankin)

## Human resources

The University is working on developing its compensation strategy for non-bargaining staff—one of the recommendations made by Towers Perrin, the international consulting firm that conducted an audit of WMU's pay and performance systems earlier this year.

With the assistance of Towers Perrin consultants, a diverse committee with a broad perspective is developing a compensation philosophy and guiding principles, which will serve as the foundation for new non-bargaining compensation and performance practices and systems. The committee includes representatives from each vice presidential area, the Administrative Professional Association and the Professional Support Staff Organization.

When the compensation strategy is es-

tablished, it will be presented to the University's executive staff for approval. The next phase will be developing and implementing new pay practices and systems to meet that strategy.

Over the summer, compensation analysts from human resources will be contacting each University department to schedule a brief departmental information session and question-and-answer period for non-bargaining staff. As the compensation strategy is being developed, human resources wants to provide information about the progress of the compensation initiative with affected employees and address their concerns. In the meantime, however, employees are always welcome to contact the wage and salary staff at 7-3625 with their questions.

## Schippers to be feted

The University community is invited to attend a retirement reception for Nelson P. Schippers, physical plant-maintenance services, from 2 to 4 p.m. Wednesday, June 30, in the President's Dining Room at the Bernhard Center. Schippers, a licensed plumber, will retire that day after more than 34 years of service to the University.

## Jobs

The following list of vacancies is currently being posted through the Job Opportunity Program by employment services in the Department of Human Resources. Interested benefits-eligible employees should submit a job opportunity transfer application during the posting period, and may contact an employment services staff member for assistance in securing these positions.

S-01 and S-02 clerical positions are not required to be posted. For persons interested in faculty positions, there are openings in selected fields. A letter of application should be submitted to the appropriate dean or chairperson.

(R) **Secretary II**, S-05, Human Resources, 98/99-666, 6/15-6/21/99

Please call the Applicant Information Service at 7-3669 for up-to-date information on the Job Opportunity Program and vacancies available to external applicants.

(R) Replacement

WMU is an EO/AA employer.

Michigan Association of Retired School Personnel.

**Charles A. Shull**, assistant professor emeritus of business information systems, died April 16 in Lander, Wyo. He was 65.

Shull began at WMU in 1964 as an instructor in the Counseling Center. Ten years later he became the director of academic advising for the College of Business and in 1976 was made an assistant professor in what was then the Department of Business Education and Administrative Services.

Prior to coming to WMU, Shull worked as a teacher in the Salem Township and Liberty-Benton school systems in Ohio and as a counselor in Sylvania (Ohio) City Schools.

Shull earned a bachelor's degree from Findlay College and master's and doctoral degrees from the University of Michigan. He also earned a master's of business administration from WMU. He was a member of the University of Michigan chapter of Phi Delta Kappa and the American Business Communication Association.

He retired from WMU in 1987.

During his retirement he worked as a legislative representative and chairperson of the state legislative committee of the



# Campus Y2K efforts focus on entire University community's work

On Jan. 4, 2000, University faculty, staff and students will head back to campus to both begin a new semester and uncover the answers to some important questions.

- Will the spread sheet program used to track departmental finances or the word processing program used to produce course syllabi open?

- Will the departmental fax machine and its painstakingly gathered list of important fax numbers work?

- And how about that automated system for controlling temperature in the lab? Did it continue to function?

To head off unpleasant surprises when it comes time to answer such questions, the University's information technology staff has been busy putting together information for staff members about how to address the Y2K problem. The problem may arise when computers and other electronic systems are unable to process the year 2000 without interpreting it as the year 1900. Without correction, such misreadings could lead to malfunction of important equipment. The problem could surface in locations across the campus if not addressed now.

The place to begin is WMU's Y2K Web site <[www.wmich.edu/y2k](http://www.wmich.edu/y2k)>.

For all involved with efforts to take the University into the new millennium, the message to their University colleagues is the same—start now to head off any problems. The summer provides the perfect opportunity to look carefully at systems on campus that, if they fail next January,

could lead to confusion, loss of data or setbacks in research.

Richard Wright, interim vice president for information technology, has taken charge of efforts to ensure central University operations function correctly beyond the year 2000. He is assisted by Jan Van Der Kley, assistant vice president for finance, and they have established a number of compliance groups to oversee testing, remediation, risk management, contingency planning, quality assurance, legal oversight, record keeping and communications.

Those groups are hard at work and making significant progress toward their Y2K compliance goals. They've been making sure such items as campus traffic lights and elevators function and looking at the Y2K efforts of the University's vendors to make sure heat and electricity remain available. The teams also are working to make sure that automatic payroll deduction works and to head off any chance of a return to the days of manual registration in Read Fieldhouse.

But across the campus, there are untold numbers of computers, electronic devices and software packages in use that need to be assessed.

"Our teams have been looking at the

processes that impact the entire University," notes Wright, "but each and every employee performs a job that is critical to some part of the University's mission. We all must be diligent in ensuring that the tools we need to perform our tasks continue to function properly."

The information technology staff has assembled tools to help assess the situation in individual departments as well as information about how to remedy any problems uncovered in the process. The starting point is a Web site that contains a wealth of information.

That site, which should be each department's first resource for information about how to address pending problems, includes links to hardware and software manufacturers for compliance information as well as inventory forms to assess vulnerability and information about software designed to check departmental machines.

A basic process for addressing Y2K in every department should consist of: 1) an inventory of hardware and software used; 2) analysis of the equipment and software and remediation of affected items; and 3) a test of the work to verify date-sensitive items can handle dates in the year 2000.

Each department or office should as-

sign appropriate personnel to the task of assessing and correcting any problems discovered, says Wright. In some cases, data may have to be backed up. In other cases, more extensive efforts may be required. For many, the remediation work has already been done by vendors and the information about their work is readily available.

Much of the professional computing staff is busy testing such operations as student records, financial aid and physical plant operations. But Wright stresses that staff members also are available to help get the process started in other offices, answer questions and give staff members the information they need to address the particular computing structure in which they work.

"Our staff is always available to answer questions through a link on the Y2K Web site or by email at <[y2k@wmich.edu](mailto:y2k@wmich.edu)>. And they will answer even the most basic questions about Y2K and how it may impact them," Wright says.

Among questions currently facing many across campus are such issues as what to do with all the Y2K notifications from the off-campus units that interface with University personnel. Has the Internet service you log onto daily sent you a notice that it has addressed the Y2K issue?

The answer to that question is simple. "Keep everything," says Wright. "Start a special file for these notifications, which are known as 'due diligence' notices and plan to keep them for a while. The Y2K problem won't end next January."



## University program puts injured workers back in campus jobs as they heal and learn competitive skills for continued employment

"When God closes a door, he usually opens a window," says Margo Kellogg, who spent most of the past 15 years in special projects as a staff member in building custodial and support services.

But on April 8, 1997, her birthday, she fell backwards off the lift of a truck onto a dock while loading equipment and injured her back. Now she's a data entry specialist in advancement services.

How Kellogg got from custodial services to data entry is the story of the University's early-return-to-work program, now in its third year, and a related one called the W95 program. They are part of WMU's workers compensation program, which is coordinated by Carol J. Ashley.

The programs are supported by the Division of Business and Finance through the Department of Human Resources and are located in the Sindecuse Health Center.

The early-return-to-work program is designed to last 12 weeks. During that time, an employee returns to work with modified duties and sometimes hours, earns nearly full pay and all benefits and continues to be productive while recovering from an injury. The University saves money by reducing hours of lost productivity.

For eligible employees deemed to have permanent physical restrictions, the W95 program may provide them with transitional job opportunities for continued skill building to enhance their return to regular, competitive employment.

### Programs reduce lost time

Success of the programs is evident. Since they began, the number of new cases of employees who lost time from work was reduced by nearly two thirds, from 61 cases in 1995 to 22 cases this year.

At the same time, a greater percentage

of employees returned to work early with modified duties in each succeeding year. In 1996, 41 percent of 345 injured employees returned to work during their recovery; by this year, 48 percent—nearly half—of 327 injured employees did so.

This year, three employees also participated in the W95 program. Last year, the number was four.

Margo Kellogg is one of them. The early-return-to-work program enabled her first to return to work in the Division of Student Affairs as a clerk, performing such duties as answering tele-

phones and copying documents.

When medical professionals determined she would have permanent restrictions keeping her from returning to custodial or special projects work, arrangements were made for her to receive training in computers without cost to her.

"In most cases, employees take temporary light-duty jobs as part of their transition back to their regular assignment," says Ashley. "However, sometimes it becomes clear that a person will never be able to return to their past job."

"In that instance, we do all we can to match up a person's abilities, interests and temperament to help them upgrade their skills as needed," she adds. "The goal is to help the employee obtain competitive skills, enabling them to get a suitable job."

Ashley is a WMU graduate in sociology, environmental studies and social work whose background includes extensive experience as a vocational rehabilitation consultant. She also works with the WMU Department of Environmental Health and Safety to be sure employees' workspace is ergonomically appropriate.

### WMU 'very supportive'

"WMU has been very supportive, very

helpful," says Kellogg, whose office in Walwood Hall is decorated with striking photographs of bridges and bright yellow accents. "My supervisor, Kai Chapman, has been great too."

"Margo has adapted very well," says Chapman, manager of advancement services in the Development Office. "We're glad she's a member of our staff." The office maintains records on the University's 260,000 alumni and donors.

"Carol and the program have been very, very helpful," Kellogg says. "Without her guidance, I would have been lost as to what to do. I saw my world falling apart, and I got very pessimistic, very depressed."

"But Carol was right there with me all the way," she adds. "She gave me choices, helped me make decisions. She's been my anchor."



Kellogg, seated, and Ashley (Photo by Neil Rankin)

## Calendar

The master calendar maintained by the Office of University Relations for use in Western News is available through WMU's home page on the World Wide Web. Select WMU News and then look for Calendar of Events. You can also link directly to the calendar at <[www.wmich.edu/wmu/news/events](http://www.wmich.edu/wmu/news/events)>.

### Thursday, June 17

Public presentation by Jerry A. Nagy, University of Toledo, candidate for vice president for information technology position, 2 p.m., 2000 Schneider Hall.

Meeting, Faculty Senate's Regional Education Council, Conference Room B, Seibert Administration Building, 3 p.m.

### Friday, June 18

\*"Fame," Miller Auditorium performance (through June 20): June 18, 8 p.m.; June 19, 2 and 8 p.m.; and June 20, 2 p.m.

### Monday, June 21

Public presentation by Viji "Murali" Muralidharan, University of Arizona, candidate for vice president for information technology position, 2 p.m., 1010 Fetzter Center.

### Wednesday, June 23

Summer session classes begin at noon.

### Thursday, June 24

Meeting, Faculty Senate's Graduate Studies Council, Faculty Lounge, Bernhard Center, 3 p.m.

### Friday, June 25

Meeting, Board of Trustees, times and locations to be announced.

### Saturday, June 26

Commencement. Ceremonies for: College of Arts and Sciences, College of Health and Human Services, College of Fine Arts and General University Studies, 9 a.m.; Haworth College of Business and College of Engineering and Applied Sciences, 11:30 a.m., Miller Auditorium.

### Wednesday, June 30

Public presentation by Richard Wright, information technology, candidate for vice president for information technology position, 2 p.m., 1010 Fetzter Center.

Retirement reception for Nelson Schippers, physical plant, 2-4 p.m. President's Dining Room, Bernhard Center.

\* Admission charged

## Injured on the job? ERTW/W95 could help

WMU's early-return-to-work/W95 programs can help eligible employees injured on the job to resume productive work at a manageable pace and, if necessary, retrain for other jobs. Benefits include:

- Management of medical services
- Temporary, light-duty jobs
- Continued pay and benefits
- Vocational rehabilitation
  - Skills assessment
  - Training/retraining
  - Job placement assistance

More information is available from Carol J. Ashley, coordinator of WMU's workers compensation, at 7-3281.